

Governor

KIM DRISCOLL Lt. Governor

#### THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

### **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
<b>Contract Number:</b>	City/Town: SALISBURY
Description of Work:	MVPC is soliciting bids for 13 municipalities for Catch Basin Cleaning, Random Crack Sealing, Guard Rails, Pavement Markings, Bituminous Concrete and the Disposal of Debris .

Job Location: Various Locations within each municipality

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2024	¢20.07	¢15.07	¢10.77	£0.00	\$ <b>73</b> (0
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
3 AXLE) DRIVER - EQUIPMENT EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
ADOALAS - DONE 2 (HEAVI & HIGHWAI)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2023	\$40.80	\$14.50	\$11.05	\$0.00	\$66.35
IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						••
BARCO-TYPE JUMPING TAMPER Aborers - Zone 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER Aborers - Zone 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
HGHWAY) Aborers - Zone 2 (heavy & highway)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

<b>Effective Date -</b> 01/01/2024				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1 65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2 65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3 70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4 75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	)
5 80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6 85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7 90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8 95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	1
Notes:						
Apprentice to Journeyworker Ratio:1						
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MA	SONRY 02/01/2024	\$62.40	\$11.49	\$23.59	\$0.00	\$97.48
WATERPROOFING) BRICKLAYERS LOCAL 3 (LYNN)	08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
	08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
	02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

Apprentice -	BOILERMAKER - Local 29
Effective Date	01/01/2024

	Effective Date - 02/01/2024				Supplemental			
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$31.20	\$11.49	\$23.59	\$0.00	\$66.28	8
	2	60	\$37.44	\$11.49	\$23.59	\$0.00	\$72.52	2
	3	70	\$43.68	\$11.49	\$23.59	\$0.00	\$78.70	6
	4	80	\$49.92	\$11.49	\$23.59	\$0.00	\$85.00	0
	5	90	\$56.16	\$11.49	\$23.59	\$0.00	\$91.24	4
	Effect	ive Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	3
	2	60	\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	8
	3	70	\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	3
	4	80	\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	8
	5	90	\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	3
	Notes:							
	Appre	entice to Journeyworker Ratio:1:5						
BULLDOZER/GRADER/SCRAPER		12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83	
PERATING ENGI	NEEKS LO	OCAL 4	06/01/2024	4 \$55.71	\$15.00	\$16.40	\$0.00	\$87.11
			12/01/2024	4 \$57.15	\$15.00	\$16.40	\$0.00	\$88.55
			06/01/202	5 \$58.43	\$15.00	\$16.40	\$0.00	\$89.83
			12/01/202	5 \$59.87	\$15.00	\$16.40	\$0.00	\$91.27
			06/01/2020	5 \$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2020	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
CAISSON & U	NDERP	PINNING BOTTOM MAN	12/01/2023	3 \$45.48	\$9.65	\$18.22	\$0.00	\$73.35
ABORERS - FOUN	NDATION	AND MARINE	06/01/2024	4 \$46.96	5 \$9.65	\$18.22	\$0.00	\$74.83
			12/01/2024	4 \$48.43	\$9.65	\$18.22	\$0.00	\$76.30
			06/01/2023	5 \$49.93	\$9.65	\$18.22	\$0.00	\$77.80
			12/01/202	5 \$51.43	\$9.65	\$18.22	\$0.00	\$79.30
			06/01/2020	5 \$52.98	\$9.65	\$18.22	\$0.00	\$80.85
			12/01/2020	5 \$54.48	\$9.65	\$18.22	\$0.00	\$82.35
		"Apprentice- LABORER"						
AISSON & U. Aborers - Foun		PINNING LABORER	12/01/2023	3 \$44.33	\$9.65	\$18.22	\$0.00	\$72.20
120112105-1001	,2,11101		06/01/2024	4 \$45.81	\$9.65	\$18.22	\$0.00	\$73.68
			12/01/2024	4 \$47.28	\$9.65	\$18.22	\$0.00	\$75.15
			06/01/2023	5 \$48.78	\$9.65	\$18.22	\$0.00	\$76.65
			12/01/202	5 \$50.28	\$9.65	\$18.22	\$0.00	\$78.15
			06/01/2020	5 \$51.83	\$9.65	\$18.22	\$0.00	\$79.70
			12/01/2020	5 \$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice	rates see	"Apprentice- LABORER"						

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lynn
Effective Date	- 02/01/2024

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2024	\$47.12	\$9.83	\$19.97	\$0.00	\$76.92
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

# Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	ive Date -	03/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76	
2	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76	
3	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15	
4	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15	
5	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32	
6	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32	
7	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77	
8	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77	

	ive Date -	09/01/2024		TT 1.1		Supplemental	<b>T</b> . 1 <b>D</b> .
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
7	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
8	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	10/01/2023	\$25.55	\$7.02	\$4.80	\$0.00	\$37.37
CARPENTERS-ZONE 3 (Wood Frame)	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
All Aspects of New Wood Frame Work	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

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Apprentice - CA	ARPENTER (Wood Frame) - Zone 3
Effective Date -	10/01/2023

Effect	ive Date -	10/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
2	60		\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
3	65		\$16.61	\$7.02	\$1.00	\$0.00	\$24.63	
4	70		\$17.89	\$7.02	\$1.00	\$0.00	\$25.91	
5	75		\$19.16	\$7.02	\$4.80	\$0.00	\$30.98	
6	80		\$20.44	\$7.02	\$4.80	\$0.00	\$32.26	
7	85		\$21.72	\$7.02	\$4.80	\$0.00	\$33.54	
8	90		\$23.00	\$7.02	\$4.80	\$0.00	\$34.82	

	ve Date - 10/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81
Notes:		·				
	% Indentured After 10/1/17; 45/45					1
	Step 1&2 \$18.52/ 3&4 \$21.07/ 5&	.6 \$28.70/ 7&8 \$31.26				
Appre	ntice to Journeyworker Ratio:1:5					
IENT MASONRY		01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30 \$87.20

BRICKLAYERS LOCAL 3 (LYNN)

	Effecti	ve Date -	01/01/2024						
	Step	percent	01/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50		\$24.67	\$13.00	\$15.93	\$0.00	\$53.60	
	2	60		\$29.60	\$13.00	\$18.57	\$1.30	\$62.47	
	3	65		\$32.06	\$13.00	\$19.57	\$1.30	\$65.93	
	4	70		\$34.53	\$13.00	\$20.57	\$1.30	\$69.40	1
	5	75		\$37.00	\$13.00	\$21.57	\$1.30	\$72.87	
	6	80		\$39.46	\$13.00	\$22.57	\$1.30	\$76.33	
	7	90		\$44.40	\$13.00	\$23.57	\$1.30	\$82.27	
	Notes:		are 500 hrs. All other steps a	are 1,000 hrs.					
CHAIN SAW (			urneyworker Ratio:1:3	12/01/2023	3 \$38.1	1 \$9.65	\$17.14	\$0.00	\$64.90
ABORERS - ZON				12/01/202.	¢30.1	1 \$9.05	Ψ17.14	\$0.00	\$0 <del>4</del> .90
For apprentice	e rates see "	Apprentice- I	LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4		ES 12/01/2023	\$\$56.1	3 \$15.00	\$16.40	\$0.00	\$87.53		
I EKATINO ENO.	INEERS LC	ICAL 4		06/01/2024	\$57.4	5 \$15.00	\$16.40	\$0.00	\$88.85
				12/01/2024	4 \$58.9	\$15.00	\$16.40	\$0.00	\$90.33
				06/01/2023	5 \$60.2	6 \$15.00	\$16.40	\$0.00	\$91.66
				12/01/2023	5 \$61.7	\$15.00	\$16.40	\$0.00	\$93.13
				06/01/2020	5 \$63.0	6 \$15.00	\$16.40	\$0.00	\$94.46
For apprentice	e rates see "	Apprentice- C	DPERATING ENGINEERS"	12/01/2020	5 \$64.5	\$15.00	\$16.40	\$0.00	\$95.94
COMPRESSO				12/01/2023	3 \$35.6	2 \$15.00	\$16.40	\$0.00	\$67.02
PERATING ENG	INEERS LC	DCAL 4		06/01/2024	4 \$36.4	7 \$15.00	\$16.40	\$0.00	\$67.87
				12/01/2024	4 \$37.4	2 \$15.00	\$16.40	\$0.00	\$68.82
				06/01/2023	5 \$38.2	\$15.00	\$16.40	\$0.00	\$69.67
				12/01/2023	5 \$39.2	2 \$15.00	\$16.40	\$0.00	\$70.62
				06/01/2020	5 \$40.0	\$15.00	\$16.40	\$0.00	\$71.48
				12/01/2020	5 \$41.0	\$15.00	\$16.40	\$0.00	\$72.43
			DPERATING ENGINEERS"						
DELEADER (I		,		01/01/2024	\$\$56.0	6 \$9.95	\$23.95	\$0.00	\$89.96
AINTERS LOC AL							<b>#22.05</b>	¢0.00	001.14
AINTERS LOCAL	. 55 - 201VE			07/01/2024	\$57.2	6 \$9.95	\$23.95	\$0.00	\$91.16

Apprentice -	CEMENT MASONRY/PLASTERING - Eastern Mass (Lynn)
	01/01/2024

Appro							
Effecti	Effective Date - 01/01/2024 Supplemental						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	

#### Apprentice - PAINTER Local 35 - BRIDGES/TANKS

#### 07/01/2024 Effective Date -

Ef	fectiv	e Date - 07/01/2024				Supplemental		
Ste	ep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tot	al Rate
1		50	\$28.63	\$9.95	\$0.00	\$0.00		\$38.58
2		55	\$31.49	\$9.95	\$6.66	\$0.00		\$48.10
3		60	\$34.36	\$9.95	\$7.26	\$0.00		\$51.57
4		65	\$37.22	\$9.95	\$7.87	\$0.00		\$55.04
5		70	\$40.08	\$9.95	\$20.32	\$0.00		\$70.35
6		75	\$42.95	\$9.95	\$20.93	\$0.00		\$73.83
7		80	\$45.81	\$9.95	\$21.53	\$0.00		\$77.29
8		90	\$51.53	\$9.95	\$22.74	\$0.00		\$84.22
N	otes:							
		Steps are 750 hrs.						
A	ppren	tice to Journeyworker Ratio:1:1						
DEMO: ADZEMA Aborers - Zone 2	N		12/01/2023	3 \$44.4	8 \$9.65	\$18.07	\$0.00	\$72.20
For apprentice rates	s see "A	pprentice- LABORER"						
DEMO: BACKHO Aborers - Zone 2	E/LOA	ADER/HAMMER OPERATOR	12/01/2023	3 \$45.4	8 \$9.65	\$18.07	\$0.00	\$73.20
For apprentice rates	s see "A	pprentice- LABORER"						
DEMO: BURNERS ABORERS - ZONE 2	S		12/01/2023	3 \$45.2	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice rates	s see "A	pprentice- LABORER"						
DEMO: CONCRET ABORERS - ZONE 2	TE CU	JTTER/SAWYER	12/01/2023	3 \$45.4	8 \$9.65	\$18.07	\$0.00	\$73.20
For apprentice rates	s see "A	pprentice- LABORER"						
DEMO: JACKHAN Aborers - Zone 2	MMEF	R OPERATOR	12/01/2023	3 \$45.2	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice rates	s see "A	pprentice- LABORER"						
DEMO: WRECKIN ABORERS - ZONE 2	NG LA	ABORER	12/01/2023	3 \$44.4	8 \$9.65	\$18.07	\$0.00	\$72.20
For apprentice rates	s see "A	pprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER'

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

Effect	ive Date - 03/0	01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
2	40		\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
3	45		\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
4	45		\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
5	50		\$30.93	\$13.00	\$17.17	\$0.00	\$61.10
6	55		\$34.02	\$13.00	\$17.67	\$0.00	\$64.69
7	60		\$37.12	\$13.00	\$18.17	\$0.00	\$68.29
8	65		\$40.21	\$13.00	\$18.68	\$0.00	\$71.89
9	70		\$43.30	\$13.00	\$19.18	\$0.00	\$75.48
10	75		\$46.40	\$13.00	\$19.69	\$0.00	\$79.09

# Apprentice - ELECTRICIAN - Local 103

Effective Date -	09/01/2024

Effectiv Step	ve Date - 09/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.58
Notes:						
	App Prior 1/1/03; 30/35/40/45	5/50/55/65/70/75/80				i
Apprei	ntice to Journeyworker Ratio	2:3***				
VATOR CONSTRU		01/01/2022	2 \$65.	62 \$16.03	\$20.21	\$0.00 \$101.86

		ive Date - 01/01/2022	Locar			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tot	al Rate
	1	50	\$32.81	\$16.03	\$0.00	\$0.00		\$48.84
	2	55	\$36.09	\$16.03	\$20.21	\$0.00		\$72.33
	3	65	\$42.65	\$16.03	\$20.21	\$0.00		\$78.89
	4	70	\$45.93	\$16.03	\$20.21	\$0.00		\$82.17
	5	80	\$52.50	\$16.03	\$20.21	\$0.00		\$88.74
	Notes	: Steps 1-2 are 6 mos.; Steps 3-5 are 1						
	Appro	entice to Journeyworker Ratio:1:1						
LEVATOR C		UCTOR HELPER RS LOCAL 4	01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentic	e rates see	"Apprentice - ELEVATOR CONSTRUCTOR"						
		AIL ERECTOR (HEAVY & HIGHWAY VY & <i>highway)</i>	(1) 12/01/202	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
IDORERS - ZON	(11LA)		06/01/202	4 \$39.44	\$9.65	\$17.14	\$0.00	\$66.23
			12/01/202	4 \$40.77	\$9.65	\$17.14	\$0.00	\$67.56
			06/01/202	5 \$42.16	\$9.65	\$17.14	\$0.00	\$68.95
			12/01/202	5 \$43.54	\$9.65	\$17.14	\$0.00	\$70.33
			06/01/202	6 \$44.98	\$9.65	\$17.14	\$0.00	\$71.77
<b>D</b>			12/01/202	6 \$46.42	\$9.65	\$17.14	\$0.00	\$73.21
		"Apprentice- LABORER (Heavy and Highway) RSON-BLDG,SITE,HVY/HWY				<b>01615</b>		
PERATING ENG			11/01/202			\$16.15	\$0.00	\$80.95
			05/01/202			\$16.15	\$0.00	\$82.19
			11/01/2024			\$16.15	\$0.00	\$83.48
			05/01/202			\$16.15	\$0.00	\$84.92
			11/01/202			\$16.15	\$0.00	\$86.21
			05/01/202			\$16.15	\$0.00	\$87.65
			11/01/202			\$16.15	\$0.00	\$88.94
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	05/01/202	7 \$59.72	\$14.50	\$16.15	\$0.00	\$90.37
		CHIEF-BLDG,SITE,HVY/HWY	11/01/202	3 \$51.87	\$14.50	\$16.15	\$0.00	\$82.52
PERATING ENG			05/01/202			\$16.15	\$0.00	\$83.77
			11/01/202			\$16.15	\$0.00	\$85.07
			05/01/202			\$16.15	\$0.00	\$86.52
			11/01/202			\$16.15	\$0.00	\$87.82
			05/01/202			\$16.15	\$0.00	\$89.27
			11/01/202			\$16.15	\$0.00	\$90.57
			05/01/202			\$16.15	\$0.00	\$92.02
For oppropria	a mataa aaa	"Appropriate OPERATING ENGINEERS"	05/01/202		\$11.00		+ 0 0	φ <i>2</i> .02

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
OPERATING ENGINEERS LOCAL 4	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
East comparison rates and "Approximation ELECTRICIAN"	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE	02/01/2024		<b>*12</b> 0.0	¢20.10	<b>#0.00</b>	<b>*•••••••••••••</b>
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>electricians</i>	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
FIREMAN (ASST. ENGINEER)	12/01/2022	¢ 4 4 4 7	¢15.00	\$16.40	\$0.00	¢75.07
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$44.47 \$45.52	\$15.00	\$16.40		\$75.87 \$76.02
	06/01/2024	\$45.53 \$46.71	\$15.00		\$0.00 \$0.00	\$76.93
	12/01/2024	\$46.71	\$15.00	\$16.40	\$0.00 \$0.00	\$78.11
	06/01/2025	\$47.77	\$15.00	\$16.40	\$0.00 \$0.00	\$79.17
	12/01/2025	\$48.94	\$15.00	\$16.40	\$0.00	\$80.34
	06/01/2026	\$50.00	\$15.00	\$16.40	\$0.00	\$81.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$51.18	\$15.00	\$16.40	\$0.00	\$82.58
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$17.14	\$0.00	\$52.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$25.48 \$26.51	\$9.65 \$9.65	\$17.14	\$0.00 \$0.00	\$53.30
	12/01/2024	\$26.51 \$26.51	\$9.65 \$9.65	\$17.14	\$0.00 \$0.00	\$53.30 \$53.30
	06/01/2024	\$20.51 \$27.59	\$9.65 \$9.65	\$17.14	\$0.00 \$0.00	\$55.30 \$54.38
	12/01/2025	\$27.59 \$27.59	\$9.65 \$9.65	\$17.14	\$0.00 \$0.00	\$54.38 \$54.38
				\$17.14	\$0.00 \$0.00	
	06/01/2026	\$28.71 \$28.71	\$9.65			\$55.50 \$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50

#### Classification

FLOORCOVERER FLOORCOVERERS LOCAL 210

	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
168 ZONE I	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

#### Apprentice - FLOORCOVERER - Local 2168 Zone I

Effect	ive Date -	03/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
2	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
3	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
4	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
5	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
6	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
7	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
8	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	

#### 09/01/2024 Effective Date

Effect	tive Date - 09/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
2	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
3	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
4	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
5	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
6	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
7	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
8	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
Notes	: Steps are 750 hrs.						
						ĺ	
Appro	entice to Journeyworker Ratio:1:1						
RK LIFT/CHERRY		12/01/2023	3 \$55.03	\$15.00	\$16.40	\$0.00	\$86.43
ERATING ENGINEERS L	OCAL 4	06/01/2024	\$\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
		12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
		06/01/2025	5 \$59.08	\$15.00	\$16.40	\$0.00	\$90.48
		12/01/2025	5 \$60.53	\$15.00	\$16.40	\$0.00	\$91.93
		06/01/2020	5 \$61.83	\$15.00	\$16.40	\$0.00	\$93.23
		12/01/2020	5 \$63.28	\$15.00	\$16.40	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.78	\$9.95	\$0.00	\$0.00	\$32.73
2	55		\$25.06	\$9.95	\$6.66	\$0.00	\$41.67
3	60		\$27.34	\$9.95	\$7.26	\$0.00	\$44.55
4	65		\$29.61	\$9.95	\$7.87	\$0.00	\$47.43
5	70		\$31.89	\$9.95	\$20.32	\$0.00	\$62.16
6	75		\$34.17	\$9.95	\$20.93	\$0.00	\$65.05
7	80		\$36.45	\$9.95	\$21.53	\$0.00	\$67.93
8	90		\$41.00	\$9.95	\$22.74	\$0.00	\$73.69

	Effecti	<b>ve Date -</b> 07/01/2024					Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$	23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55	\$	25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60	\$	28.06	\$9.95	\$7.26	\$0.00	\$45.27	
	4	65	\$	30.39	\$9.95	\$7.87	\$0.00	\$48.21	
	5	70	\$	32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75	\$	35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80	\$	37.41	\$9.95	\$21.53	\$0.00	\$68.89	
	8	90	\$	42.08	\$9.95	\$22.74	\$0.00	\$74.77	
	Notes:								
		Steps are 750 hrs.							
	Appre	ntice to Journeyworker	Ratio:1:1						
		R/CRANES/GRADALLS	5	12/01/2023	\$55.0	3 \$15.00	\$16.40	\$0.00	\$86.43
OPERATING EN	GINEERS LO	OCAL 4		06/01/2024	\$56.3	3 \$15.00	\$16.40	\$0.00	\$87.73
				12/01/2024	\$57.7	8 \$15.00	\$16.40	\$0.00	\$89.18
				06/01/2025	\$59.0	8 \$15.00	\$16.40	\$0.00	\$90.48
				12/01/2025	\$60.5	3 \$15.00	\$16.40	\$0.00	\$91.93
				06/01/2026	\$61.8	3 \$15.00	\$16.40	\$0.00	\$93.23
				12/01/2026	\$63.2	8 \$15.00	\$16.40	\$0.00	\$94.68
Issue Date:	04/04/202	24	Wage Request Number:	2024040	)3-078-11			I	age 15 of 48

Apprentice - *GLAZIER - Local 35 Zone 2* Effective Date - 01/01/2024

Effect	ive Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$30.27	\$15.00	\$0.00	\$0.00	\$45.27
2	60		\$33.02	\$15.00	\$16.40	\$0.00	\$64.42
3	65		\$35.77	\$15.00	\$16.40	\$0.00	\$67.17
4	70		\$38.52	\$15.00	\$16.40	\$0.00	\$69.92
5	75		\$41.27	\$15.00	\$16.40	\$0.00	\$72.67
6	80		\$44.02	\$15.00	\$16.40	\$0.00	\$75.42
7	85		\$46.78	\$15.00	\$16.40	\$0.00	\$78.18
8	90		\$49.53	\$15.00	\$16.40	\$0.00	\$80.93

# Apprentice - OPERATING ENGINEERS - Local 4

#### Effective Date - 06/01/2024

	ive Date -	06/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$30.98	\$15.00	\$0.00	\$0.00	\$45.98
2	60		\$33.80	\$15.00	\$16.40	\$0.00	\$65.20
3	65		\$36.61	\$15.00	\$16.40	\$0.00	\$68.01
4	70		\$39.43	\$15.00	\$16.40	\$0.00	\$70.83
5	75		\$42.25	\$15.00	\$16.40	\$0.00	\$73.65
6	80		\$45.06	\$15.00	\$16.40	\$0.00	\$76.46
7	85		\$47.88	\$15.00	\$16.40	\$0.00	\$79.28
8	90		\$50.70	\$15.00	\$16.40	\$0.00	\$82.10

Notes:

### Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
	02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
	08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
HVAC (ELECTRICAL CONTROLS)	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
LECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
East annualties notes and "Annualties ELECTRICIAN"						

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
	02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
	08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
	02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537 (Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
HVAC MECHANIC	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537 (Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

Effecti	ve Date -	09/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$26.75	\$14.75	\$14.32	\$0.00	\$55.82
2	60		\$32.10	\$14.75	\$15.37	\$0.00	\$62.22
3	70		\$37.45	\$14.75	\$16.43	\$0.00	\$68.63
4	80		\$42.80	\$14.75	\$17.49	\$0.00	\$75.04

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
	00/01/2022

	ve Date - 09/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53	
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27	
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02	
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78	
Notes:							
	Steps are 1 year						
Apprei	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELD IRONWORKERS LOCAL 7 (L.		03/16/2024	4 \$49.56	\$8.35	\$26.70	\$0.00	\$84.61

#### Apprentice - IRONWORKER - Local 7 Lawrence

Effecti	ve Date - 03/16/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	)
2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	)
5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
Notes:							
Appre	ntice to Journeyworker Ratio:1:4						
JACKHAMMER & PAV LABORERS - ZONE 2	/ING BREAKER OPERATOR	12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "	Apprentice- LABORER"						
LABORER LABORERS - ZONE 2		12/01/2023	3 \$37.86	\$9.65	\$17.14	\$0.00	\$64.65

<b>Apprentice -</b> LABORER <b>Effective Date -</b> 12/01/				Grandanantal		
Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	te
1 60	\$22.72	\$9.65	\$16.89	\$0.00	\$49.2	6
2 70	\$26.50	\$9.65	\$16.89	\$0.00	\$53.0	4
3 80	\$30.29	\$9.65	\$16.89	\$0.00	\$56.8	3
4 90	\$34.07	\$9.65	\$16.89	\$0.00	\$60.6	1
Notes:						
Apprentice to Journeywo	orker Ratio:1:5					
LABORER (HEAVY & HIGHWAY)	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.19	\$9.65	\$17.14	\$0.00	\$65.98
	12/01/2024	\$40.52	\$9.65	\$17.14	\$0.00	\$67.31
	06/01/2025	\$41.91	\$9.65	\$17.14	\$0.00	\$68.70
	12/01/2025	\$43.29	\$9.65	\$17.14	\$0.00	\$70.08
	06/01/2026	\$44.73	\$9.65	\$17.14	\$0.00	\$71.52
	12/01/2026	\$46.17	\$9.65	\$17.14	\$0.00	\$72.96

### Apprentice - LABORER (Heavy & Highway) - Zone 2

Effecti	ive Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$22.72	\$9.65	\$17.14	\$0.00	\$49.51
2	70		\$26.50	\$9.65	\$17.14	\$0.00	\$53.29
3	80		\$30.29	\$9.65	\$17.14	\$0.00	\$57.08
4	90		\$34.07	\$9.65	\$17.14	\$0.00	\$60.86
Effecti	ive Date -	06/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	1		11 8		1 Chiston	1 5	Total Rate
1	60		\$23.51	\$9.00	\$16.89	\$0.00	\$49.40
1 2	1						
1 2 3	60		\$23.51	\$9.00	\$16.89	\$0.00	\$49.40
	60 70		\$23.51 \$27.43	\$9.00 \$9.00	\$16.89 \$16.89	\$0.00	\$49.40 \$53.32

#### Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65

For apprentice rates see "Apprentice- LABORER"

**Issue Date:** 04/04/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2023	\$37.95	\$9.65	\$17.20	\$0.00	\$64.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
For apprentice rates see "Apprentice- LABORER"						
For apprendice rails see Apprendice- EABORER						
LABORER: TREE REMOVER LABORERS - ZONE 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r	emoval of branches and lim					\$64.65
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABO	emoval of branches and lim					\$64.65 \$64.90
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR	emoval of branches and lim RER"	bs when related	to public work	s construction	or site	
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER"	bs when related	to public work	s construction	or site	
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023	bs when related	\$9.65	s construction \$17.14	or site \$0.00	\$64.90
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023 12/01/2023	\$38.11 \$38.11	\$9.65 \$9.65	s construction \$17.14 \$17.14	or site \$0.00 \$0.00	\$64.90 \$64.90
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024	\$38.11 \$38.11 \$38.11 \$39.44	\$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2024	\$38.11 \$38.11 \$38.44 \$40.77	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$ construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and re- clearance incidental to construction . For apprentice rates see "Apprentice- LABOR LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	emoval of branches and lim RER" 12/01/2023 12/01/2023 06/01/2024 12/01/2025 12/01/2025 06/01/2026 12/01/2026	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42	to public work \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	emoval of branches and lim RER" 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 12/01/2024	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89	<ul> <li>ko public work</li> <li>\$9.65</li> <li>\$11.49</li> </ul>	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	emoval of branches and lim RER" 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57	to public work \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	emoval of branches and lim RER" 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024 02/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57 \$50.61	to public work \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43 \$83.47
LABORER: TREE REMOVER LABORERS - ZONE 2 This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction . For apprentice rates see "Apprentice- LABOI LASER BEAM OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	emoval of branches and lim RER" 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2025 08/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57 \$50.61 \$52.33	to public work \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49 \$11.49	s construction \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	or site \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43 \$83.47 \$85.19

Effec	tive Date -	02/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.95	\$11.49	\$21.37	\$0.00	\$56.81	
2	60		\$28.73	\$11.49	\$21.37	\$0.00	\$61.59	
3	70		\$33.52	\$11.49	\$21.37	\$0.00	\$66.38	
4	80		\$38.31	\$11.49	\$21.37	\$0.00	\$71.17	
5	90		\$43.10	\$11.49	\$21.37	\$0.00	\$75.96	
Effec	tive Date -	08/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.79	\$11.49	\$21.37	\$0.00	\$57.65	
2	60		\$29.74	\$11.49	\$21.37	\$0.00	\$62.60	
3	70		\$34.70	\$11.49	\$21.37	\$0.00	\$67.56	
4	80		\$39.66	\$11.49	\$21.37	\$0.00	\$72.52	
5	90		\$44.61	\$11.49	\$21.37	\$0.00	\$77.47	
Notes	 s:							
ĺ							i	
Appr	entice to Jo	urneyworker Ratio:1:3						
		RS & TERRAZZO MECH	02/01/2024	\$62.42	\$11.49	\$23.56	\$0.00	\$97.47
BRICKLAYERS LOCAL 3 - 1	MARBLE & TIL	E	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
			02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
			08/01/2026	5 \$71.52	\$11.49	\$23.56	\$0.00	\$106.57

02/01/2027

\$72.92

\$11.49

\$23.56

Apprentice - Ma	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2024

\$107.97

\$0.00

	Effecti	ve Date -	02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.21	\$11.49	\$23.56	\$0.00	\$66.26	
	2	60		\$37.45	\$11.49	\$23.56	\$0.00	\$72.50	
	3	70		\$43.69	\$11.49	\$23.56	\$0.00	\$78.74	
	4	80		\$49.94	\$11.49	\$23.56	\$0.00	\$84.99	
	5	90		\$56.18	\$11.49	\$23.56	\$0.00	\$91.23	
	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2023	3 \$54.4	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGL	NEERS LC	ICAL 4		06/01/2024	\$55.7	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.1	5 \$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.4	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.8	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2020	5 \$61.1	5 \$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see "	Apprentice- C	PPERATING ENGINEERS"	12/01/2020	\$62.5	\$15.00	\$16.40	\$0.00	\$93.99
MECHANICS N				12/01/2023	3 \$54.4	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGL	NEERS LC	OCAL 4		06/01/2024	\$55.7	1 \$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.1	5 \$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.4	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2023	5 \$59.8	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2020	5 \$61.1	5 \$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see "	Apprentice- (	PPERATING ENGINEERS"	12/01/2020	5 \$62.5	\$15.00	\$16.40	\$0.00	\$93.99
MILLWRIGHT				01/01/202	1 040 7	1C \$10.00	\$21.47	\$0.00	\$74.21
MILLWRIGHTS LO				01/01/2024			\$21.47 \$21.47	\$0.00 \$0.00	\$74.31 \$76.64
				01/06/2025			\$21.47 \$21.47	\$0.00	\$76.64
				01/05/2020	5 \$47.4	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile Effective Date - 02/01/2024

Step         Period         Apprentice Base Wage         Health         Pension         Languptomast         Total Rate           1         55         \$23.52         \$10.08         \$5.50         \$0.00         \$39.10           2         65         \$27.79         \$10.08         \$5.50         \$0.00         \$44.37           3         75         \$52.47         \$10.08         \$18.97         \$0.00         \$66.40           Effective Date -         01.06/2025         Sagebonenal         Sagebonenal         Sagebonenal         Sagebonenal           2         65         \$29.31         \$10.08         \$5.50         \$0.00         \$40.38           2         65         \$29.31         \$10.08         \$5.50         \$0.00         \$45.89           3         75         \$33.82         \$10.08         \$18.97         \$0.00         \$66.38           Notes:         Step in 2.00 hours         12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           Apprentice to Journey worker Ratio:14         100/0224         \$25.61         \$15.00         \$16.40         \$0.00         \$55.81           06/01/2024         \$25.61         \$15.00         \$16.40         \$0.00				/01/2024	one 2			~		
2         65         \$27.79         \$10.08         \$6.50         \$0.00         \$44.37           3         75         \$32.07         \$10.08         \$18.97         \$0.00         \$6.112           4         85         \$32.07         \$10.08         \$18.97         \$0.00         \$66.40           Freetive Date -         01/06/2025         \$20.00         \$66.40         \$0000         \$40.38           2         65         \$22.931         \$10.08         \$85.50         \$0.00         \$40.38           3         75         \$33.83         \$10.08         \$85.50         \$0.00         \$68.38           Notes:         Step at 2,000 hours         \$10.08         \$18.97         \$0.00         \$68.38           Notes:         Step at 2,000 hours         \$12.01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$56.81           OUTLER (THEN ANT TRUCK CRANES/GRAIDALLS)         12.01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           OUTLER (THEN HANT TRUCK CRANES/GRAIDALLS)         12.01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$56.41           OUTLER (THEN THAN TRUCK CRANES/GRAIDALLS)         12.01/2023         \$24.41         \$					Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
2         65         \$27,79         \$10.08         \$6.50         \$0.00         \$44.37           3         75         \$32.07         \$10.08         \$18.97         \$0.00         \$6.12           4         85         \$36.35         \$10.08         \$18.97         \$0.00         \$66.40           Effective Date         01/06/2025         \$24.80         \$10.08         \$5.50         \$0.00         \$40.38           2         6         \$29.31         \$10.08         \$5.50         \$0.00         \$40.38           2         6         \$29.31         \$10.08         \$5.50         \$0.00         \$40.38           2         6         \$29.31         \$10.08         \$18.97         \$0.00         \$68.38           1         \$5         \$38.33         \$10.08         \$18.97         \$0.00         \$68.38           1         \$000 exceiv a muity, (Step 15.72, Step 2 56.66)         \$10.01         \$10.01         \$25.97         \$10.00         \$66.40           20002220 200 hours         1201/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$56.41           200220 200 hours         1201/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$57.70		1	55		\$23.52	\$10.08	\$5.50	\$0.00	\$39.1	10
3         75         \$32.07         \$10.08         \$18.97         \$0.00         \$61.12           4         85         \$36.35         \$10.08         \$19.97         \$0.00         \$66.40           Effective Date -         01/06/2025         \$24.80         \$10.08         \$55.0         \$60.00         \$40.38           2         65         \$24.80         \$10.08         \$56.50         \$0.00         \$40.38           3         75         \$33.82         \$10.08         \$56.50         \$0.00         \$66.83           Neters Step Are 2.000 hours         \$38.33         \$10.08         \$19.97         \$0.00         \$568.38           Neters Step Are 2.000 hours         \$1201/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$56.49           Laoolase - Zoola		2	65							
4         8         536.3         510.08         519.07         50.00         566.40           Effective bate         0100/2025         S24.80         810.08         85.50         810.00         543.80           2         6         S24.80         810.08         85.50         810.00         543.80           3         7         S0.00         543.80         810.08         51.97         80.00         563.80           3         7         S0.00         563.83         810.08         81.97         80.00         563.83           1         85         S0.00         S0.83         81.97         80.00         563.83           1         S0.00         S0.83         81.97         80.00         563.83           1         2.01/202         \$38.31         81.97         80.00         563.83           1         S0.00         S0.83         81.97         80.00         563.83           1         2.01/202         \$38.11         \$9.65         \$17.14         \$0.00         \$55.81           1         2.01/202         \$22.41         \$15.00         \$16.40         \$0.00         \$55.81           0         2.001/202         \$22.67         \$15.		3	75						\$61.1	12
Step         percent         Apprentice Base Wage         Health         Pension         Unsupportant Unsupport         Total Rate           1         55         \$24.80         \$10.08         \$5.50         \$0.00         \$40.38           2         65         \$29.31         \$10.08         \$6.50         \$0.00         \$54589           3         75         \$33.82         \$10.08         \$18.97         \$0.00         \$\$62.87           4         85         \$10.08         \$18.97         \$0.00         \$\$66.38           Notes: Step 162 Appr. indentured after 1/6/2020 receive no pension, hut do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)         \$\$17.14         \$0.00         \$\$64.39           Apprentice: Laboreze         \$\$2002         \$\$38.31         \$\$9.65         \$\$17.14         \$0.00         \$\$64.90           Laboreze: ZONE2         \$\$2002         \$\$25.11         \$\$15.00         \$\$16.40         \$0.00         \$\$55.81           OPERATING ENGLES         \$\$2002         \$\$25.67         \$\$15.00         \$\$16.40         \$0.00         \$\$57.67           OULER (OTHER THAN TRUCK CRANES/GRADALLS)         \$\$2002         \$\$25.67         \$\$15.00         \$\$16.40         \$0.00         \$\$57.67           OPERATING ENGLINERS         \$\$2002         \$		4								
Step         percent         Apprentice Base Wage         Health         Pension         Unsupportant Unsupport         Total Rate           1         55         \$24.80         \$10.08         \$5.50         \$0.00         \$40.38           2         65         \$29.31         \$10.08         \$6.50         \$0.00         \$54589           3         75         \$33.82         \$10.08         \$18.97         \$0.00         \$\$62.87           4         85         \$10.08         \$18.97         \$0.00         \$\$66.38           Notes: Step 162 Appr. indentured after 1/6/2020 receive no pension, hut do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)         \$\$17.14         \$0.00         \$\$64.39           Apprentice: Laboreze         \$\$2002         \$\$38.31         \$\$9.65         \$\$17.14         \$0.00         \$\$64.90           Laboreze: ZONE2         \$\$2002         \$\$25.11         \$\$15.00         \$\$16.40         \$0.00         \$\$55.81           OPERATING ENGLES         \$\$2002         \$\$25.67         \$\$15.00         \$\$16.40         \$0.00         \$\$57.67           OULER (OTHER THAN TRUCK CRANES/GRADALLS)         \$\$2002         \$\$25.67         \$\$15.00         \$\$16.40         \$0.00         \$\$57.67           OPERATING ENGLINERS         \$\$2002         \$										
In         Solution         Status         Status           1         55         S24.80         \$10.08         \$5.50         \$0.00         \$40.38           2         65         \$29.31         \$10.08         \$56.50         \$0.00         \$54.38           3         75         \$33.82         \$10.08         \$18.97         \$0.00         \$56.38           3         75         \$33.83         \$10.08         \$18.97         \$0.00         \$68.38           Notes: Skep 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive amuity. (Step 1 \$5.72, Step 2 \$6.60)           Steps are 2,000 hours           Apprentice to Journeyworker Ratio:1:4           MORTAR MIXER LAURERS - ZOW12           12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$55.81           ONCLER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$57.67           ONCLER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$58.83           OFFERITIOD ENGINEERS*           OLER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2025 </td <td></td> <td></td> <td></td> <td>/06/2025</td> <td></td> <td>TT 1/1</td> <td>D ·</td> <td>••</td> <td>T ( 1 D</td> <td></td>				/06/2025		TT 1/1	D ·	••	T ( 1 D	
2         65         S29.31         810.06         80.00         86.50         80.00         86.58           3         75         \$33.82         \$10.08         \$18.97         \$0.00         \$66.38           4         85         \$33.82         \$10.08         \$18.97         \$0.00         \$66.38           Notes: Step 1&2 Appt. indentured after 1/6/2020 receive no pension. but do receive annuity. (Step 1 53.72, Step 2 \$660)           Step are 2.000 hours           Apprentice to Journeyworker Ratio:1:4           MORTAR MIXER Landness. 2.000         \$64.90           Landness. 2.000 hours           Proceed to a pension. but do receive annuity. (Step 1 53.72, Step 2 \$660)           Step are 2.000 hours           Proceed to a pension. but do receive annuity. (Step 1 53.72, Step 2 \$6.60)           Step are 2.000 hours           Proceed to a pension. but do receive annuity. (Step 1 53.72, Step 2 \$6.60)           Step are 2.000 hours           Proceed to a pension. became are "Apprentice. LANDRIF"           OLLER (OTHER THAN TRUCK CRANES, GRADALLS)           Step are 2.000 hours           Step are 2.000 hours           Pror apprentice rates are "Apprentice. OPERATING ENGINEERS*			•							
3         75         533.82         510.06         518.97         50.00         562.87           4         85         \$38.33         \$10.08         \$19.97         \$0.00         \$56.38           Note:: Step 1&2 Appr: indentared after 1/6/2020 receive no pension, bit do receive annuity, (Step 1 55.72, Step 2 56.66)           Steps are 2,000 hours           Apprentice to Journeyworker Ratio:1:4           Note:: Step 1&2 CANES, GRADALLS)           DILER (OTHER THAN TRUCK CRANES, GRADALLS)           DILPONE AND ENGINEERS'           OILER (OTHER THAN TRUCK CRANES, GRADALLS)           12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           OILER (OTHER THAN TRUCK CRANES, GRADALLS)           12/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.67           OILER (THUCK CRANES, GRADALLS)         12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           OILER (TRUCK CRANES, GRADALLS)         12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.92           OILER (TRUCK CRANES, GRADALLS)         12/01/2025         \$26.37         \$1										
4         85         538.3         510.06         510.07         50.00         568.38           Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 55.72, Step 2 36.66)										
Notes:         Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 53.72, Step 2 56.66)         Steps are 2,000 hours           Apprentice to Journeyworker Ratio:1:4         I2/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           InnoRERS.2007.2         For apprentice to Journeyworker Ratio:1:4         I2/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$56.40         \$0.00         \$55.81           ORLER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.47           OPERATING ENGINEERS LOCAL 4         06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.67           12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$22.52         \$15.00         \$16.40         \$0.00         \$58.92           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$62.78      <										
but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)           Apprentice to Journeyworker Ratio:1:4           MORTAR MIXER LADORES - ZONE 2         12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           For apprentice nates see "Apprentice- LABORER"         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           ODERATING ENGINEERS LOCAL 4         06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.67           OULER ("THER THAN TRUCK CRANES, GRADALLS)         12/01/2023         \$24.241         \$15.00         \$16.40         \$0.00         \$57.67           OGE/01/2025         \$26.67         \$15.00         \$16.40         \$0.00         \$58.32           For apprentice nates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           For apprentice nates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS LOCAL 4         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$62.78           OULER (TRUCK CRANES, GRADALLS)         12/01/2026         \$32.10         \$15.00		4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.3	38
but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)           Apprentice to Journeyworker Ratio:1:4           MORTAR MIXER LADORES - ZONE 2         12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           For apprentice nates see "Apprentice- LABORER"         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           ODERATING ENGINEERS LOCAL 4         06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.67           OULER ("THER THAN TRUCK CRANES, GRADALLS)         12/01/2023         \$24.241         \$15.00         \$16.40         \$0.00         \$57.67           OGE/01/2025         \$26.67         \$15.00         \$16.40         \$0.00         \$58.32           For apprentice nates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           For apprentice nates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS LOCAL 4         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$62.78           OULER (TRUCK CRANES, GRADALLS)         12/01/2026         \$32.10         \$15.00		Notes:	Step 1&2 App	r. indentured after 1/6/2	020 receive no pension,					1
Apprentice to Journeyworker Ratio:1:4         12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           L#BORERS - ZONE 2         Dor apprentice rates see "Apprentize- LABORER"         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           ODELER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$55.81           OPERATING ENGINEERS LOCAL 4         06/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$57.67           12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           0/// ERCITING ENGINEERS*         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           0// ERCITING ENGINEERS*         12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00		1	but do receiv	e annuity. (Step 1 \$5.72,	-					
MORTAR MIXER LABORERS - ZONE 2         12/01/2023         \$38.11         \$9.65         \$17.14         \$0.00         \$64.90           For apprentice rates see "Apprentice- CPERATING ENGINEERS"         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           OPERATING ENGINEERS LOCAL 4         06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.17           12/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$57.67           12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.99           For apprentice- oPERATING ENGINEERS*         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.99           OILER (THUCK CRANES, GRADALLS)         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS*         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS*         12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           OFERATING ENGINEE										
LABORERS - ZONE 2         DEGRATING ENGINE ERG         DEGRATING ENGINE ERG           OILER (OTHER THAN TRUCK CRANES, GRADALLS)         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$56.41           12/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$57.67           06/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OILER (TRUCK CRANES, GRADALLS)         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           0/0PEA/ITING ENGINEERS*         12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$66.27           0/0PEA/ITING ENGINEERS LOCAL 4         \$0.00         \$66.02			entice to Journ	eyworker Kallo:1:4				<b>•</b> • • • • • •	** **	
OILER (OTHER THAN TRUCK CRANES,GRADALLS)         12/01/2023         \$24.41         \$15.00         \$16.40         \$0.00         \$55.81           OPERATING ENGINEERS LOCAL 4         06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$56.41           12/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$57.07           06/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$59.59           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OILER (TRUCK CRANES, GRADALLS)         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS'         06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.98           12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2026         \$33.62         \$15.00         \$16.40 <t< td=""><td></td><td></td><td></td><td></td><td>12/01/2023</td><td>3 \$38.11</td><td>\$9.65</td><td>\$17.14</td><td>\$0.00</td><td>\$64.90</td></t<>					12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
OPERATING ENGINEERS LOCAL 4         OG/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$56.41           12/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$57.07           06/01/2025         \$26.67         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2025         \$26.93         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OTLER (TRUCK CRANES, GRADALLS)         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.0	For apprentice	rates see	"Apprentice- LABO	DRER"						
06/01/2024         \$25.01         \$15.00         \$16.40         \$0.00         \$56.41           12/01/2024         \$25.67         \$15.00         \$16.40         \$0.00         \$57.07           06/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$57.67           12/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$58.92           OILER (TRUCK CRANES, GRADALLS)         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           0/0/ERATING ENGINEERS*         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           0/0/ERATING ENGINEERS*         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           0/0/ERATING ENGINEERS*         12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           0/0/1/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$64.30           0/0/1/2025         \$				ANES,GRADALLS)	12/01/2023	3 \$24.41	\$15.00	\$16.40	\$0.00	\$55.81
06/01/2025         \$26.27         \$15.00         \$16.40         \$0.00         \$57.67           12/01/2025         \$26.93         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OTHER (TRUCK CRANES, GRADALLS)           0PERATING ENGINEERS LOCAL 4         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$63.50           12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$65.82           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           0PERATING ENGINEERS LOCAL 4         \$0.00         \$85.83         \$10/01/20	OPERATING ENGI	NEERS LO	OCAL 4		06/01/2024	\$25.01	\$15.00	\$16.40	\$0.00	\$56.41
12/01/2025         \$26.93         \$15.00         \$16.40         \$0.00         \$58.33           06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OTHER (TRUCK CRANES, GRADALLS)           OPERATING ENGINEERS'         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$64.30           12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$65.82           OTHER POWER DRIVEN EQUIPMENT - CLASS II         12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$85.83           0PERATING ENGINEERS'         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$88.55 <t< td=""><td></td><td></td><td></td><td></td><td>12/01/2024</td><td>4 \$25.67</td><td>\$15.00</td><td>\$16.40</td><td>\$0.00</td><td>\$57.07</td></t<>					12/01/2024	4 \$25.67	\$15.00	\$16.40	\$0.00	\$57.07
Of         06/01/2026         \$27.52         \$15.00         \$16.40         \$0.00         \$58.92           12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS'         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.98           12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$63.50           12/01/2025         \$32.00         \$16.40         \$0.00         \$66.30           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$65.82           12/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           0For apprentice- OPERATING ENGINEERS''         12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$85.83           0FILER POWER DRIVEN EQUIPMENT - CLASS II         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$85.83           0/0PERATING ENGINE					06/01/2023	5 \$26.27	\$15.00	\$16.40	\$0.00	\$57.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$28.19         \$15.00         \$16.40         \$0.00         \$59.59           OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.98           12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$66.30           12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$66.30           12/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           07 HER POWER DRIVEN EQUIPMENT - CLASS II         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55					12/01/2023	5 \$26.93	\$15.00	\$16.40	\$0.00	\$58.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2023         \$29.86         \$15.00         \$16.40         \$0.00         \$61.26           OPERATING ENGINEERS LOCAL 4         06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.98           12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$63.50           12/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$64.30           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           12/01/2026         \$33.42         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2026         \$33.42         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$87.11           02/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$55.71         \$15.00					06/01/2020	5 \$27.52	\$15.00	\$16.40	\$0.00	\$58.92
OILER (TRUCK CRANES, GRADALLS)       12/01/2023       \$29.86       \$15.00       \$16.40       \$0.00       \$61.26         OPERATING ENGINEERS LOCAL 4       06/01/2024       \$30.58       \$15.00       \$16.40       \$0.00       \$61.98         12/01/2024       \$31.38       \$15.00       \$16.40       \$0.00       \$62.78         06/01/2025       \$32.10       \$15.00       \$16.40       \$0.00       \$63.50         12/01/2025       \$32.90       \$15.00       \$16.40       \$0.00       \$66.30         06/01/2025       \$32.90       \$15.00       \$16.40       \$0.00       \$65.02         12/01/2026       \$33.62       \$15.00       \$16.40       \$0.00       \$65.82         For apprentice- OPERATING ENGINEERS"         OTHER POWER DRIVEN EQUIPMENT - CLASS II         0PERATING ENGINEERS LOCAL 4       \$10/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$85.83         06/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$87.11         12/01/2024       \$57.15       \$15.00       \$16.40       \$0.00       \$87.11         02/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$88.55         06/01/2024					12/01/2020	5 \$28.19	\$15.00	\$16.40	\$0.00	\$59.59
OPERATING ENGINEERS LOCAL 4         Interference         Status         Stat										
06/01/2024         \$30.58         \$15.00         \$16.40         \$0.00         \$61.98           12/01/2024         \$31.38         \$15.00         \$16.40         \$0.00         \$62.78           06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$63.50           12/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$64.30           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.82           OTHER POWER DRIVEN EQUIPMENT - CLASS II           OPERATING ENGINEERS"           OTHER POWER DRIVEN EQUIPMENT - CLASS II           02/07224         \$55.71         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$87.11           12/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$55.75         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         <				LLS)	12/01/2023	\$	\$15.00			\$61.26
06/01/2025         \$32.10         \$15.00         \$16.40         \$0.00         \$63.50           12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$64.30           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$33.42         \$15.00         \$16.40         \$0.00         \$65.82           07HER POWER DRIVEN EQUIPMENT - CLASS II         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$57.15         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         \$91.27           06/01/2026         \$61.15         \$15.00         \$16.40         \$0.00         \$92.55     <	or highling broom				06/01/2024	\$30.58	\$15.00	\$16.40	\$0.00	\$61.98
12/01/2025         \$32.90         \$15.00         \$16.40         \$0.00         \$64.30           06/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$65.82           12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$65.82           OTHER POWER DRIVEN EQUIPMENT - CLASS II           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$57.15         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$58.43         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         \$91.27           06/01/2026         \$61.15         \$15.00         \$16.40         \$0.00         \$92.55           12/01/2026         \$62.59         \$15.00         \$16.40         \$0.00         \$93.99					12/01/2024	\$31.38	\$15.00	\$16.40	\$0.00	\$62.78
O6/01/2026         \$33.62         \$15.00         \$16.40         \$0.00         \$65.02           12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$65.82           OTHER POWER DRIVEN EQUIPMENT - CLASS II         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$85.83           OPERATING ENGINEERS LOCAL 4         66/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$87.11           12/01/2024         \$57.15         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2024         \$57.15         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$58.43         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         \$91.27           06/01/2026         \$61.15         \$15.00         \$16.40         \$0.00         \$92.55           12/01/2026         \$62.59         \$15.00         \$16.40         \$0.00         \$92.55					06/01/2023	\$32.10	\$15.00	\$16.40	\$0.00	\$63.50
For apprentice- OPERATING ENGINEERS"         12/01/2026         \$34.42         \$15.00         \$16.40         \$0.00         \$65.82           OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4         12/01/2023         \$54.43         \$15.00         \$16.40         \$0.00         \$85.83           06/01/2024         \$55.71         \$15.00         \$16.40         \$0.00         \$87.11           12/01/2024         \$57.15         \$15.00         \$16.40         \$0.00         \$88.55           06/01/2025         \$58.43         \$15.00         \$16.40         \$0.00         \$89.83           12/01/2025         \$59.87         \$15.00         \$16.40         \$0.00         \$91.27           06/01/2026         \$61.15         \$15.00         \$16.40         \$0.00         \$92.55           12/01/2026         \$62.59         \$15.00         \$16.40         \$0.00         \$92.55					12/01/202:	5 \$32.90	\$15.00	\$16.40	\$0.00	\$64.30
For apprentice- OPERATING ENGINEERS"         OTHER POWER DRIVEN EQUIPMENT - CLASS II         0PERATING ENGINEERS LOCAL 4       12/01/2023       \$54.43       \$15.00       \$16.40       \$0.00       \$85.83         06/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$87.11         12/01/2024       \$57.15       \$15.00       \$16.40       \$0.00       \$88.55         06/01/2025       \$58.43       \$15.00       \$16.40       \$0.00       \$89.83         12/01/2025       \$59.87       \$15.00       \$16.40       \$0.00       \$89.83         12/01/2025       \$59.87       \$15.00       \$16.40       \$0.00       \$91.27         06/01/2026       \$61.15       \$15.00       \$16.40       \$0.00       \$92.55         12/01/2026       \$62.59       \$15.00       \$16.40       \$0.00       \$92.55					06/01/2020	5 \$33.62	\$15.00	\$16.40	\$0.00	\$65.02
OTHER POWER DRIVEN EQUIPMENT - CLASS II       12/01/2023       \$54.43       \$15.00       \$16.40       \$0.00       \$85.83         OPERATING ENGINEERS LOCAL 4       06/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$87.11         12/01/2024       \$57.15       \$15.00       \$16.40       \$0.00       \$88.55         06/01/2025       \$58.43       \$15.00       \$16.40       \$0.00       \$89.83         12/01/2025       \$59.87       \$15.00       \$16.40       \$0.00       \$91.27         06/01/2026       \$61.15       \$15.00       \$16.40       \$0.00       \$92.55         12/01/2026       \$62.59       \$15.00       \$16.40       \$0.00       \$93.99	For opportion		"Annostico ODEE	ATING ENGINEEDS"	12/01/2020	5 \$34.42	\$15.00	\$16.40	\$0.00	\$65.82
OPERATING ENGINEERS LOCAL 4       112/01/2024       \$55.71       \$15.00       \$16.40       \$0.00       \$87.11         12/01/2024       \$57.15       \$15.00       \$16.40       \$0.00       \$88.55         06/01/2025       \$58.43       \$15.00       \$16.40       \$0.00       \$89.83         12/01/2025       \$59.87       \$15.00       \$16.40       \$0.00       \$91.27         06/01/2026       \$61.15       \$15.00       \$16.40       \$0.00       \$92.55         12/01/2026       \$62.59       \$15.00       \$16.40       \$0.00       \$93.99					12/01/202	) <i>ф. 5.4.4</i> 2	¢17.00	¢16.40	\$0.00	
12/01/2024\$57.15\$15.00\$16.40\$0.00\$88.5506/01/2025\$58.43\$15.00\$16.40\$0.00\$89.8312/01/2025\$59.87\$15.00\$16.40\$0.00\$91.2706/01/2026\$61.15\$15.00\$16.40\$0.00\$92.5512/01/2026\$62.59\$15.00\$16.40\$0.00\$93.99				2111 - 01/100 11						
06/01/2025\$58.43\$15.00\$16.40\$0.00\$89.8312/01/2025\$59.87\$15.00\$16.40\$0.00\$91.2706/01/2026\$61.15\$15.00\$16.40\$0.00\$92.5512/01/2026\$62.59\$15.00\$16.40\$0.00\$93.99										
12/01/2025\$59.87\$15.00\$16.40\$0.00\$91.2706/01/2026\$61.15\$15.00\$16.40\$0.00\$92.5512/01/2026\$62.59\$15.00\$16.40\$0.00\$93.99										
06/01/2026\$61.15\$15.00\$16.40\$0.00\$92.5512/01/2026\$62.59\$15.00\$16.40\$0.00\$93.99										
12/01/2026 \$62.59 \$15.00 \$16.40 \$0.00 \$93.99										
	For apprentice	rates see	"Apprentice- OPER	ATING ENGINEERS"	12/01/2020	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99

Apprentice - MILLWRIGHT - Local 1121 Zone 2

**Issue Date:** 04/04/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS)	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

L.L.							
Effective Date -		01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55		\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60		\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65		\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70		\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75		\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80		\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90		\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

# Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Step	tive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
Notes							
i i	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:1:1						
NTER (SPRAY OF	R SANDBLAST, NEW) *	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$80.86
	urfaces to be painted are new constru-	uction, 07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
v pann late snall b	e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26

\$23.95

\$0.00

Effecti	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.48	\$9.95	\$0.00	\$0.00	\$33.43
2	55		\$25.83	\$9.95	\$6.66	\$0.00	\$42.44
3	60		\$28.18	\$9.95	\$7.26	\$0.00	\$45.39
4	65		\$30.52	\$9.95	\$7.87	\$0.00	\$48.34
5	70		\$32.87	\$9.95	\$20.32	\$0.00	\$63.14
6	75		\$35.22	\$9.95	\$20.93	\$0.00	\$66.10
7	80		\$37.57	\$9.95	\$21.53	\$0.00	\$69.05
8	90		\$42.26	\$9.95	\$22.74	\$0.00	\$74.95

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date	01/01/2024

#### Effective Date - 07/01/2024

	Effect	ive Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$24.08	\$9.95	\$0.00	\$0.00	\$34.03	
	2	55	\$26.49	\$9.95	\$6.66	\$0.00	\$43.10	I
	3	60	\$28.90	\$9.95	\$7.26	\$0.00	\$46.11	
	4	65	\$31.30	\$9.95	\$7.87	\$0.00	\$49.12	
	5	70	\$33.71	\$9.95	\$20.32	\$0.00	\$63.98	
	6	75	\$36.12	\$9.95	\$20.93	\$0.00	\$67.00	I
	7	80	\$38.53	\$9.95	\$21.53	\$0.00	\$70.01	
	8	90	\$43.34	\$9.95	\$22.74	\$0.00	\$76.03	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
	PAINTER (SPRAY OR SANDBLAST, REPAINT)		01/01/2024	4 \$45.02	\$9.95	\$23.95	\$0.00	\$78.92
PAINTERS LOCAL 35 - ZONE 2		07/01/2024	4 \$46.22	\$9.95	\$23.95	\$0.00	\$80.12	

01/01/2025

\$47.42

\$9.95

\$81.32

\$23.95

\$9.95

\$0.00

Effecti	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.51	\$9.95	\$0.00	\$0.00	\$32.46
2	55		\$24.76	\$9.95	\$6.66	\$0.00	\$41.37
3	60		\$27.01	\$9.95	\$7.26	\$0.00	\$44.22
4	65		\$29.26	\$9.95	\$7.87	\$0.00	\$47.08
5	70		\$31.51	\$9.95	\$20.32	\$0.00	\$61.78
6	75		\$33.77	\$9.95	\$20.93	\$0.00	\$64.65
7	80		\$36.02	\$9.95	\$21.53	\$0.00	\$67.50
8	90		\$40.52	\$9.95	\$22.74	\$0.00	\$73.21

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repain	t
Effective Date	01/01/2024	

<b>te -</b> 07/01/2024
<b>te -</b> 07/01

Effe	ctive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.06	
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.03	
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.94	
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.86	
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.62	
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.55	
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.46	
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.29	1
Note	s:						
	Steps are 750 hrs.						
App	rentice to Journeyworker Ratio	:1:1					
AINTER / TAPER (I		01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
	urfaces to be painted are new cor be used. <i>PAINTERS LOCAL 35 - ZONE</i>	(1/(0)/(0)/(0)/(0)/(0)/(0)/(0)/(0)/(0)/(0)	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
w pann rate shall	be used. PAINTERS LOCAL 33 - ZONE	2	• • • <b>-</b> • •	<b>*</b> • • <b>-</b>	<b>#02.05</b>	<b>#0.00</b>	<b>*</b> •••

01/01/2025

\$47.96

\$81.86

\$23.95

\$9.95

\$0.00

Effecti	ve Date -	01/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
2	55		\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
3	60		\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
4	65		\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
5	70		\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
6	75		\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
7	80		\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
8	90		\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	

## Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

<b>te -</b> 07/01/2024
<b>te -</b> 07/01

	Effect	ive Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	3
	2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	3
	3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	7
	4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	l
	5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	)
	6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	5
	7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	)
	8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	7
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:						
		RUSH, REPAINT)	01/01/2024	4 \$43.62	\$9.95	\$23.95	\$0.00	\$77.52
PAINTERS LOCA	PAINTERS LOCAL 35 - ZONE 2		07/01/2024	4 \$44.82	\$9.95	\$23.95	\$0.00	\$78.72

01/01/2025

\$46.02

\$79.92

Appre		INTER Local 55 Lone 2						
Effecti	ive Date -	01/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.81	\$9.95	\$0.00	\$0.00	\$31.76	
2	55		\$23.99	\$9.95	\$6.66	\$0.00	\$40.60	
3	60		\$26.17	\$9.95	\$7.26	\$0.00	\$43.38	
4	65		\$28.35	\$9.95	\$7.87	\$0.00	\$46.17	
5	70		\$30.53	\$9.95	\$20.32	\$0.00	\$60.80	
6	75		\$32.72	\$9.95	\$20.93	\$0.00	\$63.60	
7	80		\$34.90	\$9.95	\$21.53	\$0.00	\$66.38	
8	90		\$39.26	\$9.95	\$22.74	\$0.00	\$71.95	

# Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	8	90		\$39.26	\$9.95	\$22.74	\$0.00	\$71	.95
	<b>Effecti</b> Step	<b>ve Date -</b> 07/01/2024 percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	late
	1	50		\$22.41	\$9.95	\$0.00	\$0.00	\$32	.36
	2	55		\$24.65	\$9.95	\$6.66	\$0.00	\$41	.26
	3	60		\$26.89	\$9.95	\$7.26	\$0.00	\$44	.10
	4	65		\$29.13	\$9.95	\$7.87	\$0.00	\$46	.95
	5	70		\$31.37	\$9.95	\$20.32	\$0.00	\$61	.64
	6	75		\$33.62	\$9.95	\$20.93	\$0.00	\$64	.50
	7	80		\$35.86	\$9.95	\$21.53	\$0.00	\$67	.34
	8	90		\$40.34	\$9.95	\$22.74	\$0.00	\$73	.03
	Notes:	Steps are 750 hrs.							
	Appre	ntice to Journeyworker Ra	tio:1:1						
PAINTER TRAI LABORERS - ZONE		ARKINGS (HEAVY/HIGH y & <i>highway)</i>	WAY)	12/01/2023 06/01/2024 12/01/2024	\$39.19	\$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00	\$64.65 \$65.98 \$67.31
				06/01/2025		\$9.65 \$9.65	\$17.14	\$0.00 \$0.00	\$68.70
				12/01/2025		\$9.65	\$17.14	\$0.00	\$70.08
				06/01/2026		\$9.65	\$17.14	\$0.00	\$71.52
				12/01/2026		\$9.65	\$17.14	\$0.00	\$72.96
		Apprentice- LABORER (Heavy and	d Highway)						
PANEL & PICK TEAMSTERS JOINT				01/01/2024		\$15.07	\$18.67	\$0.00	\$72.52
				06/01/2024		\$15.07	\$18.67	\$0.00	\$73.52
				12/01/2024		\$15.07	\$20.17	\$0.00	\$75.02
				01/01/2025		\$15.57	\$20.17	\$0.00	\$75.52
				06/01/2025		\$15.57	\$20.17	\$0.00	\$76.52
				12/01/2025		\$15.57	\$21.78	\$0.00	\$78.13
				01/01/2026		\$16.17	\$21.78	\$0.00	\$78.73
				06/01/2026		\$16.17	\$21.78	\$0.00	\$79.73
				12/01/2026		\$16.17	\$23.52	\$0.00	\$81.47
				01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

	entice - <i>PILE DRIVER -</i> tive Date - 08/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96	
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
Notes							
		/17; 45/45/55/55/70/70/80/80 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
Appr	entice to Journeyworker	Ratio:1:5					
EFITTER & STEA		03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
FITTERS LOCAL 537 (	Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

	Effecti	ve Date -	03/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$26.11	\$12.70	\$9.05	\$0.00	\$47.86	
	2	45		\$29.38	\$12.70	\$21.80	\$0.00	\$63.88	
	3	60		\$39.17	\$12.70	\$21.80	\$0.00	\$73.67	
	4	70		\$45.70	\$12.70	\$21.80	\$0.00	\$80.20	
	5	80		\$52.22	\$12.70	\$21.80	\$0.00	\$86.72	
	Effecti	ve Date -	09/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$26.83	\$12.70	\$9.05	\$0.00	\$48.58	
	2	45		\$30.19	\$12.70	\$21.80	\$0.00	\$64.69	
	3	60		\$40.25	\$12.70	\$21.80	\$0.00	\$74.75	
	4	70		\$46.96	\$12.70	\$21.80	\$0.00	\$81.46	
	5	80		\$53.66	\$12.70	\$21.80	\$0.00	\$88.16	
	Notes:			1 1	7;9:20;10:23(	— — — —			
		Refrig/AC		1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(	 Max)			
PIPELAYER ABORERS - ZONE	Apprei	Refrig/AC	Mechanic **1:1:	1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1			 	\$0.00	\$64.90
	Apprei	Refrig/AC	C Mechanic **1:1; Irneyworker Rat	1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1			 	\$0.00	\$64.90
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90 \$64.90
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202	3 \$38.11 3 \$38.11	\$9.65		·	
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	12/01/202	3 \$38.11 3 \$38.11 4 \$39.44	\$9.65 \$9.65 \$9.65	\$17.14	\$0.00	\$64.90
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	12/01/202 06/01/202	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77	\$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14	\$0.00 \$0.00	\$64.90 \$66.23
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	12/01/202 12/01/202 12/01/202 12/01/202	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	12/01/202 12/01/202 06/01/202 06/01/202	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95
ABORERS - ZONE For apprentice IPELAYER (H	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA	C Mechanic **1:1; arneyworker Rati ABORER" AY)	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 12/01/202 12/01/202 12/01/202 12/01/202 12/01/202	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54 6 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
ABORERS - ZONE For apprentice IPELAYER (F ABORERS - ZONE	Appren TE 2 e rates see " HEAVY &	Refrig/AC ntice to Jou Apprentice- L. & HIGHWA & HIGHWAY	C Mechanic **1:1; arneyworker Rati ABORER" AY)	;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 12/01/202	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54 6 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77
4BORERS - ZONE For apprentice IPELAYER (F 4BORERS - ZONE For apprentice LUMBER	Appren <i>E 2</i> e rates see " HEAVY <i>c</i> <i>E 2 (HEAV</i> ) e rates see "	Refrig/AC <b>Apprentice to Jou</b> Apprentice- L. & HIGHWAY Apprentice- L.	C Mechanic **1:1; Irneyworker Rati ABORER" AY) Y)	;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 12/01/202	3       \$38.11         3       \$38.11         4       \$39.44         4       \$40.77         5       \$42.16         5       \$43.54         6       \$44.98         6       \$46.42	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
ABORERS - ZONE For apprentice PIPELAYER (F ABORERS - ZONE	Appren <i>E 2</i> e rates see " HEAVY <i>c</i> <i>E 2 (HEAV</i> ) e rates see "	Refrig/AC <b>Apprentice to Jou</b> Apprentice- L. & HIGHWAY Apprentice- L.	C Mechanic **1:1; Irneyworker Rati ABORER" AY) Y)	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 12/01/202 12/01/202 12/01/202 12/01/202	3       \$38.11         3       \$38.11         4       \$39.44         4       \$40.77         5       \$42.16         5       \$43.54         6       \$44.98         6       \$46.42         4       \$67.74	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77

## Apprentice - PIPEFITTER Local 537 (Local 138)

E	ffective Date -	03/03/2024				Supplemental		
	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$23.71	\$14.32	\$6.88	\$0.00	\$44.91	
2	40		\$27.10	\$14.32	\$7.82	\$0.00	\$49.24	
3	55		\$37.26	\$14.32	\$10.65	\$0.00	\$62.23	
4	65		\$44.03	\$14.32	\$12.53	\$0.00	\$70.88	
5	75		\$50.81	\$14.32	\$14.41	\$0.00	\$79.54	
E	fective Date -	09/01/2024				Supplemental		
St	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$24.34	\$14.32	\$6.88	\$0.00	\$45.54	
2	40		\$27.82	\$14.32	\$7.82	\$0.00	\$49.96	
3	55		\$38.25	\$14.32	\$10.65	\$0.00	\$63.22	
4	65		\$45.20	\$14.32	\$12.53	\$0.00	\$72.05	
5	75		\$52.16	\$14.32	\$14.41	\$0.00	\$80.89	
	Steps are	6; 3:10; 4:14; 5:19/Steps are 1 1 yr ith lic\$69.00, Step5 with lic\$7	-				   	
A		urneyworker Ratio:**						
PNEUMATIC CON		IP.)	03/01/2024	4 \$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL :	537 (Local 138)		09/01/202	4 \$67.08	\$12.70	\$21.80	\$0.00	\$101.58
			03/01/202	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
		PIPEFITTER" or "PLUMBER/PIPEF	ITTER"					
PNEUMATIC DRI LABORERS - ZONE 2	LL/TOOL OPE	ERATOR	12/01/202	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rate	s see "Apprentice- I	LABORER"						
	LL/TOOL OPE	ERATOR (HEAVY &	12/01/202	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
HIGHWAY) LABORERS - ZONE 2 (I	HEAVY & HIGHWA	1Y)	06/01/2024	4 \$39.44	\$9.65	\$17.14	\$0.00	\$66.23
			12/01/202	4 \$40.77	\$9.65	\$17.14	\$0.00	\$67.56
			06/01/202	5 \$42.16	\$9.65	\$17.14	\$0.00	\$68.95
			12/01/202	5 \$43.54	\$9.65	\$17.14	\$0.00	\$70.33
			06/01/202	6 \$44.98	\$9.65	\$17.14	\$0.00	\$71.77
<b>F</b>	"A		12/01/202	6 \$46.42	\$9.65	\$17.14	\$0.00	\$73.21
POWDERMAN & LABORERS - ZONE 2		LABORER (Heavy and Highway)	12/01/202	3 \$38.86	\$9.65	\$17.14	\$0.00	\$65.65
For apprentice rate	s see "Apprentice- I	LABORER"						
	••	EAVY & HIGHWAY)	12/01/202	3 \$39.36	\$9.40	\$16.89	\$0.00	\$65.65
LABORERS - ZONE 2 (I	HEAVY & HIGHWA	1Y)	06/01/202			\$16.89	\$0.00	\$66.98
			12/01/202			\$16.89	\$0.00	\$68.31
			06/01/202			\$16.89	\$0.00	\$69.70
			12/01/202			\$16.89	\$0.00	\$71.08
			06/01/202			\$16.89	\$0.00	\$72.52
			12/01/202			\$16.89	\$0.00	\$73.96
Issue Date: 04/0	4/2024	Wago Doguos	t Number: 202404	02 079 11			<b>r</b>	906 31 of 48

Apprentice -	PLUMBER/GASFITTER - Local 12 (Local 138)
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Classification For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
SPEKATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) DPERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
READY-MIX CONCRETE DRIVER	01/01/2024	\$29.50	\$11.17	\$6.45	\$0.00	\$47.12
EAMSTERS 170 - J.G. MacLellan (Lowell)	05/01/2024	\$30.00	\$11.17	\$6.55	\$0.00	\$47.72
	01/01/2025	\$30.00	\$11.57	\$6.55	\$0.00	\$48.12
	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
	01/01/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$49.12
RECLAIMERS	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
DPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR ABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For appropriate rates soo "Appropriate LADODED"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	02/01/2024	\$50.03	\$12.78	\$21.45	\$0.00	\$84.26
ROOFERS LOCAL 33	08/01/2024	\$51.53	\$12.78	\$21.45	\$0.00	\$85.76
	02/01/2025	\$52.78	\$12.78	\$21.45	\$0.00	\$87.01
	08/01/2025	\$54.28	\$12.78	\$21.45	\$0.00	\$88.51
	02/01/2026	\$55.53	\$12.78	\$21.45	\$0.00	\$89.76

	Step	ive Date - 02/0 percent	/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{step}{1}$	50		\$25.02	\$12.78	\$6.21	\$0.00	\$44.01	
	2	60		\$25.02	\$12.78 \$12.78	\$0.21 \$21.45	\$0.00	\$64.25	
	3	65							
	4	03 75		\$32.52	\$12.78	\$21.45	\$0.00	\$66.75	
	5			\$37.52	\$12.78	\$21.45	\$0.00	\$71.75	
	3	85		\$42.53	\$12.78	\$21.45	\$0.00	\$76.76	
	Effecti	ive Date - 08/	/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.77	\$12.78	\$6.21	\$0.00	\$44.76	
	2	60		\$30.92	\$12.78	\$21.45	\$0.00	\$65.15	
	3	65		\$33.49	\$12.78	\$21.45	\$0.00	\$67.72	
	4	75		\$38.65	\$12.78	\$21.45	\$0.00	\$72.88	
	5	85		\$43.80	\$12.78	\$21.45	\$0.00	\$78.03	
	Notes:	** 1:5, 2:6-10, 1	the 1:10; Reroofing:	1.1 then 1.1					
	Appre	(Hot Pitch Med	hrs.; Steps 2-5 are 10 chanics' receive \$1.00					   	
) FER SLA		(Hot Pitch Med	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. hr. above ROOFER)	4 \$50.28	\$12.78	 \$21.45	 \$0.00	\$84.51
	TE / TIL	(Hot Pitch Mec ntice to Journey	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. ) hr. above ROOFER) 02/01/2024			\$21.45 \$21.45	\$0.00 \$0.00	
	TE / TIL	(Hot Pitch Mec ntice to Journey	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024	\$51.78	\$12.78	\$21.45	\$0.00	\$84.51 \$86.01 \$87.26
	TE / TIL	(Hot Pitch Mec ntice to Journey	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2023	4 \$51.78 5 \$53.03	\$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00	\$86.01 \$87.26
	TE / TIL	(Hot Pitch Mec ntice to Journey	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2023 08/01/2023	4 \$51.78 5 \$53.03 5 \$54.53	\$12.78 \$12.78 \$12.78	\$21.45 \$21.45 \$21.45	\$0.00 \$0.00 \$0.00	\$86.01 \$87.26 \$88.76
FERS LOCAL	TE / TIL	(Hot Pitch Mec ntice to Journey	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2023	4 \$51.78 5 \$53.03 5 \$54.53	\$12.78 \$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00	
FERS LOCAL	TE / TIL 2 33 re rates see ' L WORK	(Hot Pitch Mee ntice to Journey E / PRECAST C	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2023 08/01/2023	4 \$51.78 5 \$53.03 5 \$54.53 5 \$55.78	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$21.45 \$21.45 \$21.45	\$0.00 \$0.00 \$0.00	\$86.01 \$87.26 \$88.76
FERS LOCAL	TE / TIL 2 33 re rates see ' L WORK	(Hot Pitch Mee ntice to Journey E / PRECAST C	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2022 08/01/2022 02/01/2022	4       \$51.78         5       \$53.03         5       \$54.53         5       \$55.78         4       \$57.22	\$ \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 \$0.00 \$0.00 \$0.00	\$86.01 \$87.26 \$88.76 \$90.01
FERS LOCAL	TE / TIL 2 33 re rates see ' L WORK	(Hot Pitch Mee ntice to Journey E / PRECAST C	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2022 08/01/2022 02/01/2022 02/01/2024	4 \$51.78 5 \$53.03 5 \$54.53 5 \$55.78 4 \$57.22 4 \$58.97	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.59 \$14.59	\$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 \$0.00 \$0.00 \$0.00 \$2.98	\$86.01 \$87.26 \$88.76 \$90.01 \$102.2
OFERS LOCAL	TE / TIL 2 33 re rates see ' L WORK	(Hot Pitch Mee ntice to Journey E / PRECAST C	hrs.; Steps 2-5 are 10 chanics' receive \$1.00 yworker Ratio:**	00 hrs. 0 hr. above ROOFER) 02/01/2024 08/01/2024 02/01/2024 02/01/2024 02/01/2024 02/01/2024 02/01/2024 08/01/2024	4       \$51.78         5       \$53.03         5       \$54.53         5       \$55.78         4       \$57.22         4       \$58.97         5       \$60.72	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.59 \$14.59 \$14.59	\$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$27.50 \$27.50	\$0.00 \$0.00 \$0.00 \$0.00 \$2.98 \$2.98	\$86.01 \$87.26 \$88.76 \$90.01 \$102.2 \$104.0

L.L							
Effecti	ive Date -	02/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.03	\$14.59	\$6.13	\$0.00	\$44.75
2	42		\$24.03	\$14.59	\$6.13	\$0.00	\$44.75
3	47		\$26.89	\$14.59	\$12.11	\$1.61	\$55.20
4	47		\$26.89	\$14.59	\$12.11	\$1.61	\$55.20
5	52		\$29.75	\$14.59	\$13.09	\$1.72	\$59.15
6	52		\$29.75	\$14.59	\$13.34	\$1.73	\$59.41
7	60		\$34.33	\$14.59	\$14.75	\$1.91	\$65.58
8	65		\$37.19	\$14.59	\$15.73	\$2.03	\$69.54
9	75		\$42.92	\$14.59	\$17.69	\$2.26	\$77.46
10	85		\$48.64	\$14.59	\$19.15	\$2.47	\$84.85

## Apprentice - SHEET METAL WORKER - Local 17-A

		10	ψ <del>1</del> 2.72	ψ14.57	\$17.07	φ2.20	Φ77.40	
	10	85	\$48.64	\$14.59	\$19.15	\$2.47	\$84.85	
	<b>Effecti</b> Step	<b>ve Date -</b> 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	42	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
	2	42	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
	3	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
	4	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
	5	52	\$30.66	\$14.59	\$13.09	\$1.75	\$60.09	
	6	52	\$30.66	\$14.59	\$13.34	\$1.76	\$60.35	
	7	60	\$35.38	\$14.59	\$14.75	\$1.94	\$66.66	
	8	65	\$38.33	\$14.59	\$15.73	\$2.06	\$70.71	
	9	75	\$44.23	\$14.59	\$17.69	\$2.30	\$78.81	
	10	85	\$50.12	\$14.59	\$19.15	\$2.52	\$86.38	
	Notes:	Steps are 6 mos.						
		I MOVING EQUIP < 35 TONS	01/01/2024	\$39.24	4 \$15.07	\$18.67	\$0.00	\$72.98
TEAMSTERS JOIN	T COUNCI	IL NO. 10 ZONE B	06/01/2024	4 \$40.24	4 \$15.07	\$18.67	\$0.00	\$73.98
			12/01/2024	\$40.24	4 \$15.07	\$20.17	\$0.00	\$75.48
			01/01/2025	5 \$40.24	4 \$15.57	\$20.17	\$0.00	\$75.98
			06/01/2025	5 \$41.24	4 \$15.57	\$20.17	\$0.00	\$76.98
			12/01/2025	5 \$41.24	4 \$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	4 \$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.24	4 \$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$42.24	4 \$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$82.53

\$23.52

\$0.00

\$16.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER	03/01/2024	\$62.78	\$10.90	\$23.20	\$0.00	\$96.88
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	10/01/2024	\$64.40	\$10.90	\$23.20	\$0.00	\$98.50
	03/01/2025	\$66.02	\$10.90	\$23.20	\$0.00	\$100.12

### Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

L.L.								
	ive Date -	03/01/2024	Ammentica Dasa Wasa	Haalth	Danaian	Supplemental Unemployment	Total Data	
Step	percent		Apprentice Base Wage	Health	Pension	Unempioyment	Total Rate	
1	35		\$21.97	\$10.90	\$12.80	\$0.00	\$45.67	
2	40		\$25.11	\$10.90	\$13.60	\$0.00	\$49.61	
3	45		\$28.25	\$10.90	\$14.40	\$0.00	\$53.55	
4	50		\$31.39	\$10.90	\$15.20	\$0.00	\$57.49	
5	55		\$34.53	\$10.90	\$16.00	\$0.00	\$61.43	
6	60		\$37.67	\$10.90	\$16.80	\$0.00	\$65.37	
7	65		\$40.81	\$10.90	\$17.60	\$0.00	\$69.31	
8	70		\$43.95	\$10.90	\$18.40	\$0.00	\$73.25	
9	75		\$47.09	\$10.90	\$19.20	\$0.00	\$77.19	
10	80		\$50.22	\$10.90	\$20.00	\$0.00	\$81.12	

	ive Date - 10/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35	\$22.54	\$10.90	\$12.80	\$0.00	\$46.24
2	40	\$25.76	\$10.90	\$13.60	\$0.00	\$50.26
3	45	\$28.98	\$10.90	\$14.40	\$0.00	\$54.28
4	50	\$32.20	\$10.90	\$15.20	\$0.00	\$58.30
5	55	\$35.42	\$10.90	\$16.00	\$0.00	\$62.32
6	60	\$38.64	\$10.90	\$16.80	\$0.00	\$66.34
7	65	\$41.86	\$10.90	\$17.60	\$0.00	\$70.36
8	70	\$45.08	\$10.90	\$18.40	\$0.00	\$74.38
9	75	\$48.30	\$10.90	\$19.20	\$0.00	\$78.40
10	80	\$51.52	\$10.90	\$20.00	\$0.00	\$82.42

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
ELECTRICIANS LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

\$23.59

\$0.00

\$11.49

Effect	ive Date -	03/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
2	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
3	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
4	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
5	55		\$27.22	\$13.00	\$16.57	\$0.00	\$56.79	
6	60		\$29.69	\$13.00	\$16.97	\$0.00	\$59.66	
7	65		\$32.17	\$13.00	\$17.38	\$0.00	\$62.55	
8	70		\$34.64	\$13.00	\$17.78	\$0.00	\$65.42	
9	75		\$37.12	\$13.00	\$18.18	\$0.00	\$68.30	
10	80		\$39.59	\$13.00	\$18.58	\$0.00	\$71.17	

# Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

1	10	80		\$39.59	\$13.00	\$18.58	\$0.00	\$71	.17
	E <b>ffecti</b> Step	ve Date - percent	09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	Rate
1	1	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36	5.65
2	2	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36	5.65
3	3	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54	1.67
2	4	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54	1.67
4	5	55		\$28.06	\$13.00	\$16.57	\$0.00	\$57	7.63
(	6	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60	).58
	7	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63	3.54
8	8	70		\$35.71	\$13.00	\$17.78	\$0.00	\$66	5.49
9	9	75		\$38.27	\$13.00	\$18.18	\$0.00	\$69	9.45
1	10	80		\$40.82	\$13.00	\$18.58	\$0.00	\$72	2.40
	Notes:								_
A	Apprei	ntice to Joi	urneyworker Ratio:1:1						
TERRAZZO FINI			Г	02/01/2024	4 \$61.	34 \$11.49	\$23.59	\$0.00	\$96.42
BRICKLAYERS LOCA	L 3 - MA	IRBLE & IIL	E	08/01/2024	4 \$63.4	44 \$11.49	\$23.59	\$0.00	\$98.52
				02/01/202	5 \$64.	74 \$11.49	\$23.59	\$0.00	\$99.82
				08/01/202	5 \$66.	89 \$11.49	\$23.59	\$0.00	\$101.97
				02/01/2020	5 \$68.2	24 \$11.49	\$23.59	\$0.00	\$103.32
				08/01/2020	5 \$70.4	44 \$11.49	\$23.59	\$0.00	\$105.52

02/01/2027

\$71.84

\$106.92

	Effective	e Date -	02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$30.67	\$11.49	\$23.59	\$0.00	\$65.75	
	2	60		\$36.80	\$11.49	\$23.59	\$0.00	\$71.88	
	3	70		\$42.94	\$11.49	\$23.59	\$0.00	\$78.02	
	4	80		\$49.07	\$11.49	\$23.59	\$0.00	\$84.15	
	5	90		\$55.21	\$11.49	\$23.59	\$0.00	\$90.29	
	Effective	e Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.72	\$11.49	\$23.59	\$0.00	\$66.80	
	2	60		\$38.06	\$11.49	\$23.59	\$0.00	\$73.14	
	3	70		\$44.41	\$11.49	\$23.59	\$0.00	\$79.49	
	4	80		\$50.75	\$11.49	\$23.59	\$0.00	\$85.83	
	5	90		\$57.10	\$11.49	\$23.59	\$0.00	\$92.18	
	Notes:								
	10003.								
			D						
			ırneyworker Ratio:1:3						
TEST BORING LABORERS - FOUN			5	12/01/2023		\$9.65	\$18.22	\$0.00	\$76.20
				06/01/2024		\$9.65	\$18.22	\$0.00	\$77.68
				12/01/2024			\$18.22	\$0.00	\$79.15
				06/01/2025			\$18.22	\$0.00	\$80.65
				12/01/2025			\$18.22	\$0.00	\$82.15
				06/01/2026		\$9.65	\$18.22	\$0.00	\$83.70
For apprentice r	ates see "A	pprentice- L	ABORER"	12/01/2026	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
TEST BORING	DRILLE	R HELPE	ER	12/01/2023	3 \$44.45	\$9.65	\$18.22	\$0.00	\$72.32
LABORERS - FOUN	DATION Al	ND MARINE	3	06/01/2024		\$9.65	\$18.22	\$0.00	\$73.80
				12/01/2024			\$18.22	\$0.00	\$75.27
				06/01/2025			\$18.22	\$0.00	\$76.77
				12/01/2025	5 \$50.40	\$9.65	\$18.22	\$0.00	\$78.27
				06/01/2026	5 \$51.95	\$9.65	\$18.22	\$0.00	\$79.82
				12/01/2026	5 \$53.45	\$9.65	\$18.22	\$0.00	\$81.32
For apprentice r			ABORER"						
TEST BORING LABORERS - FOUN			3	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
				06/01/2024		\$9.65	\$18.22	\$0.00	\$73.68
				12/01/2024			\$18.22	\$0.00	\$75.15
				06/01/2025			\$18.22	\$0.00	\$76.65
				12/01/2025	5 \$50.28	\$9.65	\$18.22	\$0.00	\$78.15
				06/01/2026			\$18.22	\$0.00	\$79.70
For apprentice r	ates see "A	nnrentice- I	ABORER"	12/01/2026	5 \$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice r	aits see A	pprendee- L	ADOALK						

#### Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile 02/01/2024 Effortivo Doto

RACTORS/PORTABLE STEAM GENERATORS		Base Wage	Health	Pension	Unemployment	Total Rate
	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
PERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
RAILERS FOR EARTH MOVING EQUIPMENT	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
AMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
UNNEL WORK - COMPRESSED AIR	12/01/2023	\$56.56	\$9.65	\$18.67	\$0.00	\$84.88
BORERS (COMPRESSED AIR)	06/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
For expension rates one "Approximation I ADODED"	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER" UNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
BORERS (COMPRESSED AIR)	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - FREE AIR	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
BORERS (FREE AIR TUNNEL)	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
LABORERS (FREE AIR TUNNEL)	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL teamsters joint council no. 10 zone b	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR Laborers - Zone 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
WASTE WATER PUMP OPERATOR	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
		<i>~~~~</i>	÷10.00			\$2 HOU
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020					
WATER METER INSTALLER	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
		\$68.74 \$70.54	\$14.07 \$14.07	\$18.36 \$18.36	\$0.00 \$0.00	\$101.17 \$102.97

For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"

**Rental of Equipment - East** 

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$38.95	\$15.07	\$0.00	\$0.00	\$54.02
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	12/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	01/01/2025	\$39.95	\$15.57	\$0.00	\$0.00	\$55.52
	06/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	12/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	01/01/2026	\$40.95	\$16.17	\$0.00	\$0.00	\$57.12
	06/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	12/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	01/01/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$58.72
3 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.02	\$15.07	\$0.00	\$0.00	\$54.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	12/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	01/01/2025	\$40.02	\$15.57	\$0.00	\$0.00	\$55.59
	06/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	12/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	01/01/2026	\$41.02	\$16.17	\$0.00	\$0.00	\$57.19
	06/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	12/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	01/01/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$58.79
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.14	\$15.07	\$0.00	\$0.00	\$54.21
FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	12/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	01/01/2025	\$40.14	\$15.57	\$0.00	\$0.00	\$55.71
	06/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	12/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	01/01/2026	\$41.14	\$16.17	\$0.00	\$0.00	\$57.31
	06/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	12/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	01/01/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		÷	÷-0.00			÷

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER DPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
I EKATINO ENOINEEKS EUCAL 4	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES DPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.13	\$15.00	\$0.00	\$0.00	\$71.13
	06/01/2024	\$57.45	\$15.00	\$0.00	\$0.00	\$72.45
	12/01/2024	\$58.93	\$15.00	\$0.00	\$0.00	\$73.93
	06/01/2025	\$60.26	\$15.00	\$0.00	\$0.00	\$75.26
	12/01/2025	\$61.73	\$15.00	\$0.00	\$0.00	\$76.73
	06/01/2026	\$63.06	\$15.00	\$0.00	\$0.00	\$78.06
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$64.54	\$15.00	\$0.00	\$0.00	\$79.54
COMPRESSOR OPERATOR	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$40.08 \$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	φ+1.05	φ15.00	\$0.00	<i><b>40.00</b></i>	\$50.05
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$0.00	\$0.00	\$83.00
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28

Effecti	ive Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$30.27	\$15.00	\$0.00	\$0.00	\$45.27
2	60		\$33.02	\$15.00	\$0.00	\$0.00	\$48.02
3	65		\$35.77	\$15.00	\$0.00	\$0.00	\$50.77
4	70		\$38.52	\$15.00	\$0.00	\$0.00	\$53.52
5	75		\$41.27	\$15.00	\$0.00	\$0.00	\$56.27
6	80		\$44.02	\$15.00	\$0.00	\$0.00	\$59.02
7	85		\$46.78	\$15.00	\$0.00	\$0.00	\$61.78
8	90		\$49.53	\$15.00	\$0.00	\$0.00	\$64.53

# Apprentice - OPERATING ENGINEERS - Local 4

## Effective Date - 06/01/2024

		ve Date - 06/01/2024		TT 1.1		Supplemental	<b>T</b> : 1 <b>D</b> :	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$30.98	\$15.00	\$0.00	\$0.00	\$45.98	
	2	60	\$33.80	\$15.00	\$0.00	\$0.00	\$48.80	
	3	65	\$36.61	\$15.00	\$0.00	\$0.00	\$51.61	
	4	70	\$39.43	\$15.00	\$0.00	\$0.00	\$54.43	
	5	75	\$42.25	\$15.00	\$0.00	\$0.00	\$57.25	
	6	80	\$45.06	\$15.00	\$0.00	\$0.00	\$60.06	
	7	85	\$47.88	\$15.00	\$0.00	\$0.00	\$62.88	
	8	90	\$50.70	\$15.00	\$0.00	\$0.00	\$65.70	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6						
LABORER LABORERS - ZONE	5.2		12/01/202	3 \$37	7.86 \$9.65	\$0.00	\$0.00 \$	547.51

#### Apprentice - LABORER - Zone 2 Effortivo Dot 12/01/2023

Effecti	ve Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$22.72	\$9.65	\$0.00	\$0.00	\$32.37
2	70		\$26.50	\$9.65	\$0.00	\$0.00	\$36.15
3	80		\$30.29	\$9.65	\$0.00	\$0.00	\$39.94
4	90		\$34.07	\$9.65	\$0.00	\$0.00	\$43.72
	·						
Notes:							
Appre	ntice to Jou	rneyworker Ratio:1:5					

#### Supplemental **Total Rate** Classification Pension **Effective Date** Base Wage Health Unemployment LABORER (HEAVY & HIGHWAY) 12/01/2023 \$9.65 \$0.00 \$0.00 \$47.51 \$37.86 LABORERS - ZONE 2 (HEAVY & HIGHWAY) \$0.00 06/01/2024 \$39.19 \$9.65 \$0.00 \$48.84 \$0.00 \$0.00 12/01/2024 \$40.52 \$9.65 \$50.17 06/01/2025 \$41.91 \$9.65 \$0.00 \$0.00 \$51.56 \$0.00 \$0.00 \$52.94 12/01/2025 \$43.29 \$9.65 \$0.00 \$0.00 06/01/2026 \$44.73 \$9.65 \$54.38 \$0.00 \$0.00 \$55.82 12/01/2026 \$46.17 \$9.65

### Apprentice - LABORER (Heavy & Highway) - Zone 2

Effect	ive Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$22.72	\$9.65	\$0.00	\$0.00	\$32.37
2	70		\$26.50	\$9.65	\$0.00	\$0.00	\$36.15
3	80		\$30.29	\$9.65	\$0.00	\$0.00	\$39.94
4	90		\$34.07	\$9.65	\$0.00	\$0.00	\$43.72
Effect	ive Date -	06/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$23.51	\$9.00	\$0.00	\$0.00	\$32.51
2	70		\$27.43	\$9.00	\$0.00	\$0.00	\$36.43
3	80		\$31.35	\$9.00	\$0.00	\$0.00	\$40.35
4	90		\$35.27	\$9.00	\$0.00	\$0.00	\$44.27
Notes:							

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$24.41	\$15.00	\$0.00	\$0.00	\$39.41
	06/01/2024	\$25.01	\$15.00	\$0.00	\$0.00	\$40.01
	12/01/2024	\$25.67	\$15.00	\$0.00	\$0.00	\$40.67
	06/01/2025	\$26.27	\$15.00	\$0.00	\$0.00	\$41.27
	12/01/2025	\$26.93	\$15.00	\$0.00	\$0.00	\$41.93
	06/01/2026	\$27.52	\$15.00	\$0.00	\$0.00	\$42.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$28.19	\$15.00	\$0.00	\$0.00	\$43.19
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$29.86	\$15.00	\$0.00	\$0.00	\$44.86
	06/01/2024	\$30.58	\$15.00	\$0.00	\$0.00	\$45.58
	12/01/2024	\$31.38	\$15.00	\$0.00	\$0.00	\$46.38
	06/01/2025	\$32.10	\$15.00	\$0.00	\$0.00	\$47.10
	12/01/2025	\$32.90	\$15.00	\$0.00	\$0.00	\$47.90
	06/01/2026	\$33.62	\$15.00	\$0.00	\$0.00	\$48.62
	12/01/2026	\$34.42	\$15.00	\$0.00	\$0.00	\$49.42
E C HA C OPERATING ENGINEERCH						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS" PANEL & PICKUP TRUCKS DRIVER	01/01/2024	\$38.78	¢15.07	\$0.00	\$0.00	\$53.85
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024		\$15.07	\$0.00	\$0.00	\$53.85 \$54.85
		\$39.78 \$20.78	\$15.07	\$0.00	\$0.00	
	12/01/2024	\$39.78 \$20.78	\$15.07	\$0.00		\$54.85 \$55.25
	01/01/2025	\$39.78 \$40.78	\$15.57	\$0.00	\$0.00 \$0.00	\$55.35 \$56.25
	06/01/2025	\$40.78 \$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	12/01/2025	\$40.78 \$40.78	\$15.57	\$0.00	\$0.00 \$0.00	\$56.35
	01/01/2026	\$40.78 \$41.78	\$16.17	\$0.00	\$0.00 \$0.00	\$56.95 \$57.05
	06/01/2026	\$41.78	\$16.17		\$0.00 \$0.00	\$57.95
	12/01/2026	\$41.78	\$16.17	\$0.00 \$0.00		\$57.95
POWER SHOVEL/DERRICK/TRENCHING MACHINE	01/01/2027	\$41.78	\$16.77	\$0.00	\$0.00	\$58.55
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00 \$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) DPERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
SE EKTERTO ENOTITEERS EOCAL 4	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	1E	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
		06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
		12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
		06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
		12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
		06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
		12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING EN							
SPECIALIZED EARTH MOVING EQUIP < 35 TO TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	5 TONS	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
		06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
		12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
		01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
		06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
		12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
		01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
		06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
		12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
		01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01
SPECIALIZED EARTH MOVING EQUIP > 3	5 TONS	01/01/2024	\$39.53	\$15.07	\$0.00	\$0.00	\$54.60
EAMSTERS JOINT COUNCIL NO. 10 ZONE B		06/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
		12/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
		01/01/2025	\$40.53	\$15.57	\$0.00	\$0.00	\$56.10
		06/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
		12/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
		01/01/2026	\$41.53	\$16.17	\$0.00	\$0.00	\$57.70
		06/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
		12/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
		01/01/2027	\$42.53	\$16.77	\$0.00	\$0.00	\$59.30
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	ORS	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
		06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
		12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
		06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
		12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
		06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
		12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING EN	IGINEERS"						
RAILERS FOR EARTH MOVING EQUIPM	ENT	01/01/2024	\$39.82	\$15.07	\$0.00	\$0.00	\$54.89
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		06/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
		12/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
		01/01/2025	\$40.82	\$15.57	\$0.00	\$0.00	\$56.39
		06/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
		12/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
		01/01/2026	\$41.82	\$16.17	\$0.00	\$0.00	\$57.99
		06/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
		12/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
		01/01/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$59.59
ssue Date: 04/04/2024	Wage Request Number:	20240403-	Page 47 of 48				

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
	06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.